

March 24, 2011

LaVerne Washington  
President  
Confidential Employees' Organization, AFSCME Local 101  
c/o City Attorney's Office

**RE: MEF & CEO Employee Compensation**

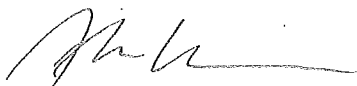
Dear LaVerne:

We are in receipt of your letter dated March 11, 2011, which was hand delivered on March 21<sup>st</sup>. In your letter you requested clarification regarding information we provided in our letter dated March 10, 2011. You asked the City to confirm if the Analyst II who had received a base salary of \$96,082 for calendar year 2010 had transferred into the position effective November 14, 2010. We have confirmed that this is when that particular employee transferred to the position of Analyst II.

In addition, your letter continued to express concerns with an Administrative Assistant, who works in the City Manager's Office. The employee did work in a higher classification for a period of calendar year 2010. As you know, the CEO Memorandum of Agreement (MOA) has a provision, which allows employees represented by CEO to perform duties of a position in a higher classification and receive additional compensation. As such, we think it is appropriate to include a current CEO represented employee who received higher-class pay in accordance with the CEO MOA.

In regards to the lowest ten earners represented by CEO for calendar year 2010, you raised concerns that Office Specialists were not included in the information previously provided. The publicly available W-2 data includes employees who did not work the entire year, thus it only captures a portion of the annual base pay compensation. As the process to confirm whether an employee worked the entire year would require significant analysis of data, we are providing you a link to the City's pay plan, which provides the salaries for classifications represented by CEO. Utilizing this information, you should be able to calculate what the lowest base salary is for a CEO employee who works the entire year. The City's pay plan is available at the City's Human Resources website at: <http://www.sanjoseca.gov/HumanResources/documents/PayPlan.pdf>.

Sincerely,



Alex Gurza  
Director of Employee Relations